As of 31 December 2004 the representation of women in the United Nations system:

- Stood at **36.9 per cent** in the Professional and higher categories (8,497 out of 23,006). This represents virtually no change (an increase of **0.6 per cent**) since 31 December 2003;
- Stood at **23.7 per cent** at the D-1 level and above, representing an increase of **2.0 per cent** since 31 December 2003;
- **Gender balance** has only been achieved at the P-1 and P-2 levels.

- Within the **Resident Coordinator system**, the only category with marked progress, women increased **11.5 per cent** from **21 percent** to **32.5 per cent** (37 out of 130 posts). The representation of women ranges from a high of **42.9 per cent** in Asia and the Pacific to a low of **17.6 per cent** in the Arab States.
- **Two** organizations achieved gender balance in the Professional and higher categories: UNITAR with **56 per cent** women (15 out of 27), and UNFPA, with **50 per cent** women (192 out of 381). Two other organizations are close to achieving gender balance in the Professional and higher categories: UNICEF, with **46 per cent** women (931 women out of 2015) and UNESCO with **45 per cent** women (473 out of 1048).
- **Four** UN Programmes and Funds are currently headed by women: UNICEF, UNIFEM, UNFPA, UNWRA.

### The United Nations Secretariat

#### Trends 1998-2006 in the representation of women in the Professional and higher categories

- The overall growth of women, in appointments of one year or more, during the 8-year period was **2.83 per cent**, an increase from **34.6** to **37.43 per cent** (from 1,141 out of 4,164 to 2,371 out of 6,334).

<table>
<thead>
<tr>
<th>Level</th>
<th>Percentage of women as of 30 June 2006</th>
<th>Cumulative change of women 1998-2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>USG</td>
<td>15.4</td>
<td>4.3</td>
</tr>
<tr>
<td>ASG</td>
<td>21.2</td>
<td>8.2</td>
</tr>
<tr>
<td>D-2</td>
<td>30.4</td>
<td>11.6</td>
</tr>
<tr>
<td>D-1</td>
<td>25.3</td>
<td>1.6</td>
</tr>
<tr>
<td>P-5</td>
<td>30.7</td>
<td>1.4</td>
</tr>
<tr>
<td>P-4</td>
<td>35.9</td>
<td>3.6</td>
</tr>
<tr>
<td>P-3</td>
<td>41.4</td>
<td>2.0</td>
</tr>
<tr>
<td>P-2</td>
<td>49.0</td>
<td>3.6</td>
</tr>
<tr>
<td>P-1</td>
<td>100</td>
<td>35.7</td>
</tr>
</tbody>
</table>

**Women in the Professional and Higher Categories in the Secretariat** (appointments of one year or more)

In the Secretariat women comprise **37.43 per cent** of all staff (2,371 out of 6,334) in the professional and higher categories. This represents virtually no change (an increase of **0.06 per cent**) from **37.37 per cent** since 30 June 2004.

- **At the D-1 level and above**, the proportion of women decreased by **3.71 per cent**, from **29.0** to **25.3 per cent** (145 out of 573):
  - The largest decrease of **6.95 per cent** from **32.3** to **25.3** occurred at the D-1 level (93 out of 367);
  - At the D-2 level, women increased by **2.88 per cent** from **27.6** to **30.4 per cent** (35 out of 115).
- **At the P-5 to P-1 levels**, the proportion of women increased by **0.37 per cent**, from **38.3** to **38.6 per cent** (2,226 out of 5,761):
  - At the P-5 level, the proportion decreased by **0.3 per cent**, from **31.0** to **30.7 per cent** (313 out of 1,018);
  - At the P-4 level, the proportion increased by **1.82 per cent** from **34.1** to **35.9 per cent** (713 out of 1985);
  - At the P-3 level, the proportion decreased by **0.05 per cent**, from **41.5** to **41.4 per cent** (838 out of 2022);
  - At the P-2 level, the proportion decreased by **1.86 per cent**, from **50.8** to **49.0 per cent** (359 out of 733);
  - At the P-1 level, the proportion increased by **16.67 per cent**, from **83.3** to **100 per cent** (3 out of 3).
- **Women comprise 30 percent** of all professional staff as at June 30 2006 assigned to **peace keeping operations** (a total of 1,566 professional staff), an increase of **2.5 per cent** since June 2004. At the D-1 level and above the representation was only **10 per cent** (14 women out of 120), a decrease of **2 per cent** in one year.
Departments or Offices with 20 or more Professional Staff
- Out of 32 departments or offices, 5 achieved gender balance: DM/OHRM, DPA, DPI, OHCHR, OCHA;
- In 20 departments or Offices women accounted for 30 to 49 per cent of staff;
- In 7 departments or offices women accounted for fewer than 30 per cent of staff: DM/OCSS, DSS, ECA, ECE, ESCAP, FMA/DPKO, UNMOVIC.
- At the D-1 level and above, only four departments/offices reached or exceeded the gender balance goal at the senior levels; a decrease by two departments since June 2004. Twelve departments/offices have 30 to 49 per cent women at senior levels, which is the same number as on June 2004, and thirteen departments or offices have fewer than 30 per cent women at senior levels.

Women in the Professional and Higher Categories on Posts with Special Language Requirements
The proportion of women decreased by 0.3 per cent, from 41.6 to 41.3 per cent.
- Parity was reached only at the P-2 level. An increase of 1.3 per cent to 39.1 per cent (142 women out of 363) was seen at the P-4 level, however the representation at the P-5 and P-3 levels have decreased by 4.1 per cent to 40 per cent (54 out of 135), and 1.0 per cent to 42.6 per cent (133 out of 312), respectively.

Trends in the Appointments of Women in the Professional and higher categories (appointments of 1 year of more)
Trends in the appointment of women during the last 8 years (July 1998 to June 2006) show that in the Professional and higher categories the percentage of women in the Secretariat decreased by 2.3 percent, from 40.1 percent (1998) to 37.8 per cent (2006). Gender parity in appointments has been maintained only at the P-2 level.
- The most striking decrease in the trends was at the D-2 level where the percentage of women appointed to this level dropped by 49.3 per cent, from 55.6 per cent (1998) to 63 per cent (2006).
- Other trends in the appointments notes an increase in the percentage of women appointed to the USG and ASG levels, from 0 per cent for both (1998) to 14.3 and 12.5 per cent (2006), respectively. For the D-1 level there was a decrease of 3.3 per cent, from 27.3 (1998) to 24 per cent (2006) and at the two higher Professional levels, women appointed to the P-5 level decreased by 5.3 per cent, from 31.8 (1998) to 44.2 per cent (2006) and women appointed to the P-4 level increased by 7.1 per cent, from 26.2 (1998) to 33.3 per cent (2006).

Promotion of Women in the Professional and higher categories
Women at the P-2 to D-2 levels accounted for 46.3 per cent (317 out of 685) of all promotions, an increase of 0.4 per cent since June 2004.
- Within the reporting period the percentage of promotions at the P-2 to D-1 levels shows a steady decline of approximately 9 per cent with each increasing level. At the P-2 and D-1 levels, promotions of women constitute 65.4 per cent and 29.5 per cent, respectively.

Transfers in the Professional and higher categories
Women accounted for 49.1 per cent of all transfers in the Secretariat.
- Of transfers at the D-2 and D-1 levels, women accounted for 66.7 per cent (4 out of 6) and 38.5 per cent (15 out of 39).
- Of total transfers at the P-5 to P-2 levels women accounted for 49.9 per cent (192 out of 385). The percentage of women ranges from 31.9 per cent (at P-5) to 55.4 per cent (at P-2).

Separations in the Professional and higher categories
Women accounted for 36.6 per cent of all separations (291 out of 794).
- Of separations in the D and P categories, women accounted for 31.5 and 38.1 per cent of separations respectively.
- Of separation due to agreed termination women accounted for 46.6 per cent (41 out of 88), an increase of 26.6 per cent since June 2004; of separation due to appointment expiration women accounted for 32.2 per cent (79 out of 245), and increase of 8.2 per cent since June 2004; of separation due to resignation women accounted for 47.2 per cent (59 out of 125), an increase of 7 per cent since June 2004, and of separation due to retirement women accounted for 32.0 per cent (95 out of 297), an increase of 7 per cent since June 2004.

Women in the Expert Category
The proportion of women increased by 0.3 per cent since 1 July 2004 from 36 to 36.3 per cent (393 out of 1083). In the expert levels the change in the percentage of women at the expert levels (excluding L-1) ranged from no change (at L-7), to a decrease of 2.9 per cent (at L-4), and an increase of 6.2 per cent (at L-6).

Women in the General Service and Related Categories
In the General Service Category (excluding FMA/DPKO), the proportion of women decreased by 1.4 per cent, from 62 to 60.6 per cent (3,852 women out of 6,348). In the Security and Safety Service Category, the proportion is 11.5 per cent, a decrease by 1.5 per cent, and in the Trades and Crafts Category, the proportion is 2.4 per cent, an increase of 0.1 per cent.

For additional information, please visit The Focal Point for Women: [http://www.un.org/osagi/](http://www.un.org/osagi/) or contact:
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